

# THE DIVERSITY NEWSLETTER

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## Force Shaping for the Future - CNP Discusses Manning the Fleet for the Future



US Navy Photo

**By Journalist 1st Class (SW) Hendrick L. Dickson,  
Navy News Service**

-- In an Aug. 17 interview at the Navy Annex in Washington, D.C., Chief of Naval Personnel Vice Adm. Gerry Hoewing talked about what a change in end strength would mean for Sailors and how the Navy would look in the future.

The Navy is changing the way it approaches manpower and personnel decisions, and shaping its force to become more efficient and effective, said Hoewing. This Force Shaping campaign is designed to get the skill mix right for the fleet by focusing on job requirements, not just numbers.

Hoewing stressed that this reduction is not about eliminating people, but rather about eliminating jobs that either do not need to be done specifically by Sailors, or do not need to be done at all.

"Our goal with end strength is to shape that force to the true requirement," said Hoewing. "In Fiscal Year '05, we will remove 7,900 billets from our structure. Those 7,900 billets are equated to ships decommissioning, reorganization and elimination of duplication, and civilian substitution for military people when it makes sense to do so. So we're not cutting people. We are eliminating work and then harvesting efficiencies and improved effectiveness associated with that."

According to Hoewing, the scaling down of these jobs will allow Sailors to focus more on their designated job skill. It will also keep Sailors from being bogged down and working in jobs that do not enhance their particular rating skill, thereby

improving their overall chances for advancement.

"Jobs will be better," said Hoewing "The jobs will have greater job content. The jobs that will be removed are the jobs that have low job content, where Sailors don't have the opportunity to work in their designated rate, continue to improve their skills and become more effective in war fighting. So, we take those jobs away so Sailors are able to improve their skills and be more competitive in advancement down the line."

Hoewing said Force Shaping does not just depend on end strength reduction. The Navy is also taking advantage of great retention to help achieve proper manning requirements. Several programs that are already implemented, such as Perform to Serve, Assignment Incentive Pay and Enlisted Early Transition Program are helping make the transformation easier by helping the Navy match the skill set of their Sailors with the job requirements they need.

Perform to Serve has already converted 1,600 first term Sailors from overmanned ratings to less crowded ones, putting Sailors where they are needed. Assignment Incentive Pay provides Sailors with monetary incentives for taking jobs that are hard to fill or require special skills that the Navy is having trouble filling. And the Enlisted Early Transition Program allows Sailors who have already made the decision to transition back to their civilian lives voluntarily to do so a year early, giving them a head start on their futures.

There are also several rating mergers that are either in the completion phase or being studied as part of the Force Shaping process, as well. The disbursing clerk/personnelman merger is in the approval process. A hospital corpsman/dental technician merger is in the works. Journalist/draftsman/photographer's mate/lithographer ratings are being studied for the feasibility of creating one mass communication rating. The Navy is also looking at merging the yeoman/legalman/religious programs specialist/cryptologic technician (administration) ratings into one administrative rate.

According to Hoewing, merging these ratings that share similar training requirements and tasks will create more jobs throughout the fleet and more opportunity for jobs.

"If you open up a broader number of jobs in all of these skill areas, and allow more Sailors to compete for them, we then have the opportunity to get the best Sailor in the right area that meets his or her requirements, as well as the Navy's needs."

Hoewing added that rating mergers do not mean a dead end for advancement opportunities. Sailors should remain focused on being as technically proficient as possible to maintain their chances for advancement.

"Last year, we completed the rating merger for signalmen and quartermasters," said Hoewing. "The signalman rating was eliminated as a part of that, and our SM1s [signalmen first class] went into other skill sets throughout the Navy. Of those SM1s that were before the board to select for chief, they selected to chief at almost twice (43 percent) the all-Navy selection rate to chief of 21.9 percent."

"Just because we're doing the rating merger doesn't mean the opportunities are not there," he continued. "It goes back to what

the individual Sailors bring to the table, what their knowledge, skills and abilities are, and how they will be able to shape the mission of the future.”

Hoewing is aware the manning changing will cause Sailors to question the amount of time they will have to spend at sea away from their families. He expressed the Navy’s commitment to provide the highest quality of life for their Sailors and families, and equal or greater opportunity for Sailors to spend at home with their families.

“We know that while we enlist Sailors, we reenlist families,” Hoewing said. “So our commitment to the families is an essential element for our 21st century strategy. We want to make sure our Sailors’ work/life balance (quality of service, quality of life and quality of work) all support an opportunity to have quality time with their families.”

“When the ship or squadron is in port, Sailors will have the opportunity to go home at the end of the work day,” he explained.

Although the overriding element in the Force Shaping campaign is reduction, Hoewing expressed that Force Shaping should not be misconstrued as downsizing. He does not want it to be looked at as the Navy becoming a smaller fleet, but as the Navy becoming a more efficient and effective fighting force.

“Downsizing means you are cutting people, you’re cutting jobs and you’re doing it for cost savings,” he said. “What we are doing is determining the true requirement work, creating a better and a broader opportunity for Sailors so that we can do our mission better, and there is a big difference there.”

## Director, Navy Staff Retires After 34 Years of Naval Service



US Navy Photo

Washington, D.C. (Sept. 2, 2004) - Vice Adm. Patricia Tracey smiles as she ends 34 years of distinguished naval service as the highest-ranking woman ever in the Navy. She ends her last tour of duty as Director, Navy Staff, where she directed a staff of over 1200 personnel in support of the Chief of Naval Operations, the Vice Chief of Naval Operations, and to accomplish the wide-ranging headquarters support functions.

Vice Adm. Tracey commanded the Naval Technical Training Center at Treasure Island from 1986 to 1988. She then headed the Enlisted Plans and Community Management Branch on the Chief of Naval Personnel's staff for 2 years. She assumed command of Naval Station Long Beach, Calif., in 1990.

Upon completion of her command tour, Vice Adm. Tracey reported as a Fellow with the Chief of Naval Operations' Strategic Studies Group at the Naval War College. Vice Adm. Tracey was assigned as the Director for Manpower and Personnel, J-1, on the Joint Staff from July 1993 to June 1995. From June 1995 to June 1996 she served as Commander, Naval Training Center, Great Lakes.

She was the Chief of Naval Education and Training, and Director of Naval Training for the Chief of Naval Operations from 10 July 1996 to 8 December 1998. Vice Adm Tracey then reported as the Deputy Assistant Secretary of Defense (Military Manpower and Personnel Policy), where she was responsible for the establishment of all policies concerning military personnel matters including accessions and retention programs; compensation and benefits; and policies governing classification, assignment, and career development for 1.4 million service members of the Department of Defense.

She became the Director of the Chief of Naval Operations staff (N09B) on 17 Aug 01.

The admiral's personal decorations include the Defense Distinguished Service Medal, Navy Distinguished Service Medal, three Legion of Merit awards, and three Meritorious Service Medals. \*

## New Program Aims to Help Military Spouses Interested in Teaching



**By Samantha L. Quigley, American Forces Press Service**

Spouses to Teachers, DoD's latest endeavor to assist military spouses interested in teaching, is serving a similar purpose as the popular Troops to Teachers (TTT) program, an official said.

DoD established Troops to Teachers in 1994, and responsibility for the program was recently transferred to the U.S. Department of Education. TTT was created to help recruit quality teachers for schools that serve low-income families throughout America, according to the Troops to Teachers Web site.

Michael Melo, director of Spouses to Teachers pilot program in Virginia, explained that TTT laid the groundwork for STT in providing individual state information. Melo is also the director of Virginia's TTT program.

STT is currently a pilot program in six states: California, Colorado, Florida, Georgia, Texas and Virginia. The program was prompted by military spouses who were already teachers or

interested in teaching, but were facing difficulties finding certification requirements and job information when they moved, Gary Woods, acting director of DoD educational opportunities, said.

Melo and Woods said the program would offer information, counseling and guidance to eligible, interested individuals. Initially, eligibility is limited to those with a bachelor's degree who are spouses of active-duty service members and members of the Selected Reserve or Individual Ready Reserve on extended duty.

It will also offer limited financial assistance to help defray the costs of meeting state certification requirements in the pilot states.

On the future STT Web site and in offices that will be handling the program, the goal is to provide information on teacher-certification requirements within a state, what kinds of jobs are available, and what kind of reciprocity exists between the system they're currently teaching in and systems they may potentially be transferring into, Woods said.

These sources also aim to make spouses aware of additional course requirements for certification or credentialing within the new state, and make sure spouses know where they can turn for potential financial assistance in order to pursue those courses.

Because of that established network, the Virginia STT office is able to help transferring spouses become aware of how they may need to augment their certification, as certifications are not always accepted in a different school system, Melo said.

"Because of the network we have from Troops to Teachers with the Department of Education, with the school districts, with the colleges, we're able to provide that information that the spouses need on what they need to do to be certified in a particular state," Melo said. "If it has reciprocity, there are always intricate little details that it doesn't necessarily transfer over completely."

Even before the Web site has been posted, the response has been positive, Melo said. "We're actually surprised at the number of phone calls we've already received."

Already, four spouses are in the Virginia pilot program, and one has entered an academic program that will lead to licensure.

While the program serves spouses interested in teaching, it also helps ease the burden of a national teacher shortage. The benefits, however, are not limited to the schools that stand to get quality teachers out of the program. The students reap rewards, as well.

Like the former troops who take up chalk and eraser, military spouses bring some of the same skills to the classroom.

"The military spouse has a variety of life experiences that they've gained as a military spouse," Melo said. "So when they come into the classroom, they bring those same experiences so they can impart those life experiences in the learning process of the students."

Military families can come out ahead, too. Woods said this provides an opportunity for a spouse to pursue a degree and a career that will provide the family a better income over time. "One of the things that we're primarily interested in right now is providing access to careers for spouses that will enhance the family bottom line," he said.

Melo and Woods agree that the national TTT Web site is the best source of information right now. A Spouse to Teachers Web page is being established with a projected start date of Sept. 1. It will link from the national TTT site. \*

## DoD Approves Army Plan to Reach Out to Sailors, Airmen



US Navy photo

US Army Photo

### Special release from the U.S. Department of Defense

The Department of Defense announced July 29 that Sailors and Airmen are now able to "Go Army" under a new program intended to rebalance the size of the military.

The program will generate new opportunities for continued service and career advancement for those willing to transfer into the Army from other services.

Under "Operation Blue to Green," the Army will reach out to Sailors and Airmen and underscore the advantages of swapping their present uniform for Army green.

Among them is the faster pace of Army promotions. For example, a Soldier pins on the rank of E-6 at least four years more quickly than an Airman holding the same skill.

"We admire everyone who serves in the nation's uniform," said Lt. Gen. Buster Hagenbeck, the Army's uniformed personnel chief. "But I know that anyone who looks closely at today's Army will find a lot to be excited about. We are growing, and we need experienced people to lead that transition."

Both the House of Representatives and the Senate have shown an interest in increasing the Army's strength over the next few years. In fiscal year 2005, the Navy is planning a force reduction of 8,000, while the Air Force will trim more than 20,000 over the same period.

The Army plans to use bonuses to stimulate the needed accessions and to carefully guide the experience mix so that promotions stay strong. The focus of the effort centers on grades E-1 to E-5, but other grades will be considered in meeting Army needs. For example, the Army will continue to have a sizeable demand in the areas of law enforcement, health care, communications and intelligence.

"There are 120 Air Force specialty codes that will transfer into 37 Army military occupational specialties (MOSs), and the Navy has 112 ratings that will transfer into 42 Army MOSs," said Col. Norvel Dillard, the chief of the Army's Enlisted Accessions Division. "Those are job one, but we're looking at others as well. We're also looking for junior officers."

In the past few weeks, more than 1,000 Sailors and airmen have gone to [www.goarmy.com/btg/index.jsp](http://www.goarmy.com/btg/index.jsp), answered a questionnaire and indicated intent to transfer. Nearly three-fourths of those exploring the option say they are "very interested" or "ready to transfer."

The Army's recruiting goal for the next fiscal year is about



80,000. Of that number, the Army hopes to recruit at least 8,000 prior service troops.

For more news from the Department of Defense, go to [www.defenselink.mil](http://www.defenselink.mil). \*

## Navy's First Fleet Interactive Display Equipment Training Simulator Dedicated



US Navy Photo

**By Journalist 1st Class Jennifer Spinner,  
Commander, Submarine Group 10 Public Affairs**

Trident Training Facility (TTF) Kings Bay unveiled the newest gem in its training crown Aug. 25 – the \$5 million Fleet Interactive Display Equipment (IDE) training simulator.

TTF is the first facility to receive a Fleet IDE, which replicates the maneuvering room aboard an Ohio-class submarine. Vice Adm. Kirkland Donald, commander, Naval Submarine Forces, was on hand for the ceremonial ribbon cutting and dedication.

“If we expect our Sailors to do their jobs well, we must give them the right tools and the right training,” Donald said. “This trainer accomplishes both of those goals. The Fleet IDE adds another dimension to our already remarkable nuclear training program and harnesses the power of computer technology to improve the effectiveness of our Sailors.”

The Fleet IDE is a full scale and completely interactive and intuitive trainer that gives operators realistic, real-time experience in the normal operations of the ship’s nuclear propulsion plant, as well as simulated casualty situations.

Instructors are able to program specific casualties that could not be simulated on the submarine. The trainer then responds to operators’ reactions to the scenario with typical nuclear plant responses and the actual sounds associated with those responses.

“This trainer mimics the maneuvering room to the smallest detail,” said Cmdr. Robert Palsin, commanding officer of USS Maine (SSBN 741) (Blue). “We can create any scenario imaginable, and replicate the feeling and pressures of a real situation on board the submarine. It is an excellent addition to our training program.”

The Fleet IDE trainer was developed and delivered by the

Naval Nuclear Propulsion Program (NNPP) and is the latest innovation in the NNPP’s long tradition of commitment to training. The NNPP dedication to excellence through training has resulted in an outstanding safety record; since 1955 when USS Nautilus (SSN 571) first signaled “underway on nuclear power,” U.S. nuclear-powered warships have collectively steamed more than 130 million miles without a reactor accident.

TTF Kings Bay is the first facility to receive the Fleet IDE. Installation of a second Fleet IDE in Bangor, Wash., should be complete by the end of the year.

The NNPP plans to deliver a Fleet IDE for each major class of nuclear-powered submarine and aircraft carrier to the larger homeports of the ships and crews in upcoming years. \*

## Pearl Harbor Survivors Visit USS Ronald Reagan



US Navy Photo

**Mary Kay Rendernick, daughter of the World War II (WWII) hero Chief Electrician’s Mate John D. Rendernick reacts to the unveiling of the plaque bearing her father’s name, on the Damage Control Wet Trainer at Pearl Harbor.**

**By Journalist 2nd Class Shane Tuck,  
USS Ronald Reagan Public Affairs**

More than 80 Pearl Harbor survivors, their family members and friends were given a guided tour of USS Ronald Reagan (CVN 76), Aug. 11.

The ship’s newly appointed chief petty officer selectees welcomed the veterans and conducted the tour.

Shortly after arriving aboard, the honored guests were seated in Hangar Bay 2 for a short video presentation and welcome speeches from Ronald Reagan Executive Officer Capt. Andr s Brugal and Command Master Chief Kathy Hansen.

“It was an honor for Ronald Reagan to host these great Americans who gave so much during one of the largest times of crisis for the United States of America,” said Brugal. “I felt especially privileged, and their visit renewed my dedication to serving in this great Navy.”

A look of awe passed across the faces of the honored guests as they walked across the brow. While greeting Sailors and asking questions, they were surprised at the modern technology of today’s Navy.

“I’m really impressed by the size of the ship, its efficiency and the youth of its crew,” said Bill Craddock, Pearl Harbor survivor. “Ronald Reagan’s stamp of ‘peace through strength’ stands true; our nation’s strength makes us the world’s policeman. Although we may not like it, it’s up to us to keep freedom’s threats in check.”

"It's such an overwhelming moment...I can't think of what to say to these young Sailors," said John Morrill Jr., a 24-year Navy veteran and Pearl Harbor survivor. "This ship outclasses every Navy vessel I've ever been on - it's a magnificent giant!"

The chief petty officer selectees were honored by the Navy veterans' visit and gladly shared their experiences.

"As a Sailor, it's a humble feeling to share your stories with these heroes," said Chief Storekeeper (sel.) Derrick Martin, supply department.

According to Martin, chief petty officer selectees will give a special presentation to Pearl Harbor survivors Aug. 26. The presentation will portray the events of USS Arizona (BB 39), USS Oklahoma (BB 37) and actions of John Flynn, Medal of Honor recipient, during the attack on Pearl Harbor.

"It's our duty to remember these veterans and their tribute to our country," said Martin.

"I'm your past, and you are my future," said 103-year-old Ray Ereneta, one of the oldest known living Pearl Harbor survivors.

Having these heroes aboard and telling them the stories of today's Navy was something participating crewmembers could be proud of. \*

## Navy Looks to Sailors to Improve Voluntary Education Program



**From Naval Education and Training Command Public Affairs**

In an effort to bring the Navy's Voluntary Education (VOLED) Program in line and up-to-date with the Revolution in Navy Training, and to expand educational opportunities for Sailors, Vice Adm. Alfred Harms Jr., commander, Naval Education and Training Command (NETC), has established a Navy Voluntary Education Working Group.

The working group is tasked with conducting a complete review of the VOLED program and soliciting input from the fleet to improve the program for the future.

"This working group has been chartered to evaluate Navy VOLED organizations, processes and programs," said Jennie Humes, deputy director, Voluntary Education Department at the Naval Education and Training Professional Development and Technology Center (NETPDTC) in Pensacola. "The group will conduct an overarching review of the entire VOLED process, to see where overlaps exist, identify duplicated services, and conduct a full assessment of the program," Humes added.

To accomplish this task, an evaluation team will be formed to conduct site visits to Navy commands in Norfolk, Va.; San

Diego; Mayport, Fla.; Washington, D.C.; Hawaii; and Bremerton, Everett, Bangor and Whidbey Island, Wash. These visits will include meetings with regional commanders, commanding officers, on-base institutions and individual Sailors, and will facilitate open, two-way dialogue concerning VOLED issues.

In addition to the site visits, targeted online education surveys will be made available to both Sailors and commands to further the VOLED program review.

The working group has randomly selected Sailors to participate in the surveys from a database of more than 180,000 personnel who are presently enrolled in various VOLED programs. Lt. Paul Salevski, NETC Plans and Policies department, said the working group is seeking input from a wide range of Sailors.

"We're looking for feedback from Sailors - both officer and enlisted - who are actively involved in VOLED programs, and also from those who have not used these programs," Salevski said. "This would give us a true overview of VOLED's current status and help us guide its future implementation."

Individual inputs from Sailors, commands, on-base institutions and Navy College Office staffs will play a crucial role in the evaluation of the VOLED process as it presently exists, and at the same time, help the VOLED working group develop recommendations to bring the program in line with the Navy's education strategies. The working group hopes Sailors will display a genuine concern for their VOLED opportunities by taking the time to participate in the online survey.

Humes, who is currently detailed to NETC to coordinate the VOLED program review project, said feedback from Sailors would play an important role in the review process.

"What we hope to gain from this survey is a real feel of the Sailor's and command's needs, so we can align our educational services and programs to meet their desires," Humes said. "We want to ensure we are heading in the right direction - supporting the needs of the Sailor and the Navy."

The Navy's Voluntary Education Program, the Navy College Program (NCP), combines many components of Voluntary Education, integrating them into a single system. NCP supports the incorporation of education into each Sailor's career as part of life-long learning by providing a number of educational opportunities for Sailors to pursue their educational goals during their off-duty time.

The goal is to streamline the VOLED program so it continues to provide Sailors the education opportunities they desire, while at the same time being most cost-effective for the Navy. Discovering the educational opportunities desired by the fleet will be a crucial part of the overall assessment of the VOLED program.

Navy officials plan to have the surveys available online for 14 days, beginning Sept. 6. Once the 14-day period has elapsed, Sailors can still express their concerns and make recommendations about the VOLED program directly to the working group by completing online comments and recommendation forms.

For related news, visit the Naval Education and Training Command Navy NewsStand page at [www.news.navy.mil/local/cnet](http://www.news.navy.mil/local/cnet). \*

# Task Force Uniform Announces Changes in Uniform Regulations



US Navy Photo

## From Task Force Uniform Public Affairs

Task Force Uniform (TFU) has announced some significant changes to the Navy Uniform Regulations, which were recently approved by Chief of Naval Operations (CNO) Adm. Vern Clark.

These changes are among the first initiatives being rolled out as a result of Task Force Uniform. The Uniform Regulation changes were made based on fleet input from interviews with Sailors, command site visits, comprehensive research and data collected from a Navy wide uniform survey. The survey collected feedback from more than 40,000 Sailors throughout the fleet.

The approved changes include women's skirts, identification badges, civilian bags, women's handbags, communication devices and breast insignia.

One of the changes effective immediately will be the authorized wear of civilian bags while in uniform. This includes briefcases, gym bags, backpacks, suitcases and garment bags. The specific guidance on wear and appearance for each is outlined in NAVADMIN 209/04.

Another revision that is effective immediately is the wear of a wireless communication device, such as a cell phone, PDA or pager for official business, while in uniform. The device cannot be visible from the front, and must be worn on the belt, aft of the right or left elbow. Specific guidance and further details on the proper wearing and use of these devices is contained in NAVADMIN 209/04.

Female Sailors may now wear civilian handbags while in uniform, but must meet the specific criteria and be worn in the manner prescribed in NAVADMIN 209/04. Women's uniform handbags are now an optional uniform item, and will no longer be a prescribed sea bag item or issued at recruit training as of Oct. 1, 2004.

In addition to the handbag, women's skirts will also be an optional uniform component as of Oct. 1, 2004. This applies to both service and dress uniforms, and may no longer be prescribed. Female Sailors who desire to wear a skirt will still be able to purchase them through the Navy Uniform shop.

There is also new guidance regarding silver breast insignia and identification badges. Specifications are outlined in the NAVADMIN.

"In the fleet wide survey, we asked a lot of detailed questions and received some very detailed responses in return," said Master Chief Petty Officer of the Navy (SS/AW) Terry Scott, who oversaw the massive effort. "We were very pleased with the level of participation in the survey and the focus groups."

These changes to the Uniform Regulations are just the first in a number of initiatives being produced by TFU. In addition to streamlining and simplifying the Uniform Rags, TFU is developing concept uniforms for a working uniform for E-1 through O-10, as well as a year-round service uniform for E-6 and below. TFU plans to announce the uniform concepts in the coming weeks, and an announcement about specifics of the wear testing dates and areas to follow.

NAVADMIN 209/04 serves as the interim change to the Navy Uniform Regulations. \*

## Cultural Diversity on Display



US Navy Photo

## By Journalist 1st Class Mike England, Naval Air Station Jacksonville Public Affairs

Hundreds attended the Naval Air Station (NAS) Jacksonville Multicultural Committee's fourth annual Multicultural Fair Aug. 26 at Sea King Park.

Held in August, the fair highlighted numerous cultures through entertainment, command-sponsored booths and special food samplings provided by the galley.

The event kicked off with a speech by NAS Commanding Officer Capt. Chip Dobson and free food samplings prepared by the base galley. The entertainment continued throughout the afternoon, with the Navy Band Liberty, Panamanian dancers and a Hawaiian dancer. In between the live entertainment, DJ Chuck kept the crowd moving with hit music.

"We hold this event to provide a forum for the different ethnic groups that make up our team. It allows people to learn and experience one another's cultures," explained Commander, Navy Region Southeast (CNRSE) Equal Opportunity Advisor Master Chief Quartermaster (SW/AW) Kathy Cochran. "The military has always been at the forefront of diversity, and this fair offers a fun atmosphere to interact and learn about other



ethnic backgrounds.”

The committee, which is comprised of command volunteers, plans and coordinates everything to make the event enjoyable.

“We start planning for this about six months before the event. We look for people to help with the specific areas such as entertainment, food, tents, stages and whatever else we need,” said Committee Chairman Aviation Maintenance Administration man 1st Class Burnett Dozier. “Many of our committee members have done this before and have contacts from the previous years. Once we determine the entertainment, we initiate contracts and confirmation letters. We try to come up with a wide variety of entertainment.”

Command participation is also required to make this a successful event.

“Each year, I ask commands to get involved. We’ll provide the tents and tables, but we want them to come up with a display to teach people about different ethnic groups,” Dozier said. “Our committee works extremely hard organizing this event, setting up, helping out during the day and cleaning up. We really appreciate everyone’s support.”

Planning for next year’s celebration will begin in early 2005. Anyone interested in joining the Multi-Cultural Awareness Committee can call Dozier at 542-3055. \*

## COMPHIBGRU Three Receives Navy EO Award



US Navy Photo

**By Journalist Seaman Jason Trevett, Amphibious Group Three Public Affairs**

Rear Adm. W. Clyde Marsh, Commander, Amphibious Group Three accepted the Department of the Navy’s Nathaniel Stinson Equal Employment Opportunity Leadership Award during a ceremony at the Pentagon on Aug. 21.

The Stinson Leadership Award, presented annually to one Navy or Marine Corps leader, recognizes the individual who best implements innovative equal employment opportunity (EEO), human resources and diversity initiatives.

This is only the third year the Leadership Award has been presented, said an Office of Civilian Human Resources official. Marsh is the first Navy flag officer to receive the Leadership

Award.

Dr. Nathaniel Stinson, Jr., son of the award’s namesake, and Betty Welch, Deputy Assistant Secretary of the Navy for Manpower and Reserve Affairs, presented the award to Marsh in the Department of the Navy’s “Hall of Heroes” in the Pentagon Concourse.

“It was really an honor and a privilege to be nominated and receive that award,” said Marsh. “This award is a testament to the superb support I have received from my Navy family rather than myself. It really speaks volumes about the quality of the EEO professionals and the diversity issues that they deal with on a daily basis.

“I think the Stinson Award is a tremendous program because it recognizes other commands for their contributions to diversity and employment opportunity, and this is all to making our Navy a world-class organization second to none,” he continued. “The award also shows how important the Department of the Navy thinks equal employment opportunity and diversity is.”

The Nathaniel Stinson Equal Employment Opportunity Awards are named after Nathaniel Stinson, the first Department of the Navy EEO Officer.

Stinson led the Navy’s EEO enforcement and compliance efforts, training hundreds of human resource professionals, attorneys and counselors at a time when the concept of affirmative employment was first evolving.

Additionally, Mr. Stinson represented the Navy before the Equal Employment Opportunity Commission.

Stinson received the Superior Civilian Service Award in 1974 and was posthumously awarded the Navy Distinguished Civilian Service Award in 1980 for his accomplishments, which brought lasting improvements to the Equal Employment Opportunity program.

On March 4, 1993, the Secretary of the Navy inaugurated the Equal Employment Opportunity Awards in recognition of Stinson’s trail-blazing achievements. The awards were eventually divided into five categories covering achievements for small, mid-size and large activities, a command achievement, and an individual category denoting outstanding leadership.

Marsh said continued focus on EEO issues would ensure the Navy continues to provide opportunities for all ethnicities and backgrounds.

“Part of my job and responsibility is to take time, mentor, tutor and talk to everyone – not just minorities for diversity issues but everyone, so they understand the programs and how to achieve,” he said. “We are about leadership and giving our people the opportunity to lead.” \*

## The Liberty and freedom Totem poles, completing the Circle



Lummi Nation Photo

Over the past two years, in 2002 and 2003, the Lummi Nation, working with other tribes and intertribal organizations, delivered totem poles to help the American Nation heal from the events of September 11, 2001. The 2002 Healing Pole and the 2003 Honoring Pole commemorated the tragic events of that day in New York City and in Shanksville, Pennsylvania.

In October of 2003, the Lummi Nation began planning for the third, and final, totem pole to be delivered to the third crash site of September 11, 2001: the Pentagon. The ability to undertake this journey was due in large part to the help from two people: Barbara Skudlarick of the National Air Disaster Alliance and Foundation, and Mr. Abraham Scott, a member of the Pentagon Memorial Committee who lost his wife, Janice, in the attack on the Pentagon. Our prayers and blessings go to each of them, their families, and their loved ones.

In July of 2004, the creation of the Liberty and Freedom poles was begun. On September 1st, the expedition with the completed poles departed Lummi.

The Liberty and Freedom Totem Poles will be received at the Pentagon on September 19, 2004 and will remain for public viewing at the Pentagon until September 23. On the morning of September 23 they will be taken to the Historic Congressional Cemetery for an afternoon ceremony. They will remain at the site until the fall of 2005 when they will be incorporated into the design of the 9-11 Pentagon Memorial Grove on Kingman Island. In addition to the event on September 23 the public is invited to come to view the totem poles during the afternoon of Saturday, September 25.

See more of the construction and the trek across America at <http://www.lummihealingpole.org/3/index.htm>

[See the related site of interest

[www.congressionalcemetery.org](http://www.congressionalcemetery.org) \*

## “HISPANIC AMERICANS: MAKING A DIFFERENCE IN OUR COMMUNITIES AND OUR NATION”

In 1968, Congress authorized President Lyndon B. Johnson to proclaim a week in September as National Hispanic Heritage Week. The observance was expanded in 1988 to a month long celebration (Sept. 15-Oct. 15). During this month, America celebrates the culture and traditions of those who trace their roots to Spain, Mexico, and the Spanish-speaking nations of Central America, South America, and the Caribbean. Sept. 15 was chosen as the starting point for the celebration because it is the anniversary of independence of five Latin American countries—Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico and Chile celebrate their independence days on Sept. 16 and Sept. 18 respectively.

The estimated Hispanic population of the United States as of July 1, 2003 is 39.9 million. People of Hispanic origin make up the nation's largest race or ethnic minority. Hispanic people constitute 13.7 percent of the nation's total population. There are 1.1 million Hispanic veterans of the U.S. armed forces.

In 2003, about 130,960 people of Hispanic origin served on active duty (including the Coast Guard). 6,768 people of Hispanic origin served in the Navy Reserve in 2003.

## Image of the Month



**Congratulations to all of the new Chief Petty Officers Navy wide. Your life and career have changed forever.**

If you would like to submit articles, interviews, photos, information or feedback please Email me at [Darrell.Nolan@navy.mil](mailto:Darrell.Nolan@navy.mil)